

Sustainability Policy

Miriade

Version	Description	Drafted by	Reviewed by	Approved by	Date
V. 2	Second release	Sustainability Coordinator	General Manager	Managing Director	

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1. PURPOSE AND SCOPE OF THE DOCUMENT

Miriade (hereinafter also referred to as the “the Company”) is committed to conducting its business in an atmosphere of dialogue and sharing with all stakeholders, while promoting respect for the environment, for individuals and their fundamental rights, and for the communities in which it operates.

This Sustainability Policy (hereinafter also referred to as “the document,” “the Policy”) aims to provide guiding principles to be applied in the daily management of the Company’s activities, as well as in managing impacts, risks, and opportunities with respect to the following priority areas:

- environmental protection and climate change
- protection of people and respect for Human Rights
- mutual respect and trust in relationships with partners and suppliers
- development of the local community

This document strengthens the core values contained in the Company’s [Code of Ethics](#) and is inspired by the UN Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization (ILO), the OECD Guidelines for Multinational Enterprises, and the principles of the United Nations Global Compact.

This Policy applies to corporate bodies, all employees, and anyone who, directly or indirectly, permanently or temporarily, establishes relationships with the Company or operates to pursue its objectives (hereinafter also referred to as the “Recipients”), with the aim of integrating ESG criteria into the corporate strategy.

2. SUSTAINABILITY GOVERNANCE

The Company has established a **Sustainability Management Committee**, led by the Sustainability Coordinator, responsible for overseeing sustainability activities. The Committee is responsible for implementing this Policy through the monitoring and coordination of sustainability actions and targets outlined in the multi-year ESG Action Plan (details available on the Company’s website).

In addition, a specific member of the Board of Directors has been appointed with delegated responsibility for sustainability matters.

3. ENVIRONMENT AND CLIMATE CHANGE

“Everyday action can be a sustainable choice that contribute, even in small ways, to a greener future for us and for future generations”.

The Company has embarked on a sustainability journey to ensure that all business decisions are made not only with economic needs in mind but also with environmental priorities.

Aware of its direct and indirect impacts as a fashion company, Miriade is committed to protecting the environment by promoting responsible behaviours and choices aimed at energy efficiency, climate and biodiversity protection, pollution reduction, and responsible resource and material management. Miriade also seeks innovative and environmentally friendly solutions, including sustainable collections made with recycled and certified bio-based materials.

To this end, the Company promotes awareness among Recipients through information, training, and communication activities.

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4. PEOPLE: HUMAN RIGHTS, DIVERSITY, EQUITY & INCLUSION

“People bring with them different skills and perspectives and combining them with those of others increases the chances of finding comprehensive and perhaps innovative solutions, reduces strong weaknesses and increases effectiveness, as well as sharing”.

Miriade is committed to carrying out its activities **with full respect for people**, including employees, customers, suppliers, partners, and community members.

It specifically promotes **employee wellbeing** by recognizing the value of work-life balance.

To promote individual wellbeing and respect for Human Rights, both individually and within social groups, Miriade draws inspiration from the UN Universal Declaration of Human Rights, the ILO Fundamental Conventions (International Labour Organization), the OECD Guidelines for Multinational Enterprises, and the principles of the UN Global Compact.

The Company is aware of the direct and indirect impacts and risks associated with potential Human Rights violations worldwide, particularly in contexts of higher exposure. For this reason, since 2023, Miriade has required all Partners to sign a document confirming their **acceptance of fundamental ethical principles**, including respect for Human Rights. (See the section “Partners and Suppliers” for details).

In line with its Code of Ethics, Miriade recognizes people as essential for Company’s development and promotes their abilities, skills, commitment, and creativity, while safeguarding work, health and safety, and ensuring fair working conditions and a safe environment, along with values and principles of legality, transparency, and sustainable development.

The Sustainability Policy promotes and safeguards the following key principles:

- Prevention, rejection, and condemnation of:
 - (i) all forms of discrimination based on race, ethnicity, skin colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national origin, social background, or any other form of discrimination under EU law;
 - (ii) any form of harassment, violence, threats, intimidation, or sexual, psychological, physical, or verbal abuse related to personal or cultural diversity, including bullying or persecutory practices;
 - (iii) all forms of labour exploitation, including forced or child labour and human trafficking, ensuring no one is subjected to coercion or physical/psychological punishment.
- Equity and equal opportunities for professional growth, promoting equal opportunities from the recruitment and hiring stage of employees;
- Appreciation of diversity, collaboration, and teamwork.

5. PARTNERS AND SUPPLIERS

“Building relationships based on trust and respect for the principles of honesty, loyalty, diligence, impartiality, fairness, and confidentiality.”

Miriade promotes stable, long-term partnerships with its suppliers, based on compliance with its Code of Ethics and the following **principles**:

- mutual commitment to quality, safety, and product/service reliability to meet consumer needs;
- pursuit of excellence to improve quality and product/service development;
- loyalty and mutual trust;
- protection and promotion of Human Rights, with maximum respect for individuals;
- rejection of child labour, forced labour, or bonded labour;
- rejection of any form of discrimination;
- rejection of disciplinary practices such as corporal punishment, physical/mental coercion, and/or verbal abuse;
- compliance with national and local laws on remuneration and working hours;
- ensuring a safe and healthy workplace;
- respect for workers' right to join Trade Unions.

6. LOCAL COMMUNITIES

“Creating, developing, and strengthening ties with the local communities in which we operate as a source of immense wealth and shared wellbeing.”

Continuous dialogue and respect for local communities are of utmost importance for Miriade, which contributes to creating growth opportunities and enhancing people, organizations, and institutions in the territories where it operates through specific initiatives and activities.

7. POLICY COMMUNICATION AND REPORTING

In line with transparency and collaboration, the Company is committed to sharing this Policy with all Recipients, publishing it on its website, and providing it upon request. Any updates will also be communicated.

Possible violations of this Policy can be reported through the procedures outlined in the [Whistleblowing](#) section of the Company's website. Other reports, such as requests for information, questions, or concerns, may be submitted by email to the ESG helpdesk sostenibilita@miriadespa.it.

SIGNATURE

PLACE, DATE
